

Message Text

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FM AMEMBASSY YAOUNDE

TO SECSTATE WASHDC IMMEDIATE 5177

LIMITED OFFICIAL USE YAOUNDE 1814

AF/C FOR AMBASSADOR SMYTHE FROM CHARGE

E.O. 11652: N/A

TAGS: AMGT, AODE, CM

SUBKGC MODE - EVALUATION OF PERSONNEL LEVELS BY CHIEF OF MISSION

REF: (A) YAOUNDE 1650; (B) STATE 69374; (C) STATE 66110

1. IN ACCORDANCE WITH TELEPHONIC INSTRUCTIONS THE FOLLOWING REPRESENTS THE MISSION'S BEST JUDGMENT AS TO HOW FIVE AND TEN PER CENT CUTS IN PERSONNEL AND PROGRAMS COULD BEST BE ABSORBED. IN NO CASE ARE WE ADVOCATING THESE CUTS. ON THE CONTRARY, REFTEL A WAS DESIGNED TO BE REALISTIC APPRAISAL OF MISSION MINIMUM REQUIREMENTS BASED ON ADEQUATE SUPPORT FOR EXPANDING PROGRAMS. ALL CUTS ARE AS PROPOSED BY THE RESPECTIVE AGENCY HEADS, BASED ON GUIDANCE CONTAINED REFTELS B AND C.

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2. FIVE PER CENT REDUCTION:

--AID ELIMINATE TWO INTERNATIONAL DEVELOPMENT INTERN (IDI) POSITIONS, ONE LOCAL PROFESSIONAL TRAINING POSITION AND THREE EDUCATION CONTRACT PERSONNEL.

--AID REDUCE \$670,000 FROM PROPOSED FY 80 BUDGET BY CAREFULLY SHOWING FORWARD FUNDING PROGRAMMED FOR CONTRACT PROJECT PERSONNEL.

--ICA ELIMINATE TWO IV GRANTS FOR APPROX \$8,000 SAVINGS.

--PC PHASE OUT ELEVEN TEFL TEACHERS AT A SAVINGS OF \$47,000.

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PAGE 02 YAOUND 01814 111637Z

--STATE ELIMINATE ONE AMERICAN C&R POSITION, THREE LOCAL GSO POSITION
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AND ONE LOCAL CONTRACT POSITION WHICH WOULD REPRESENT A DIRECT SAVINGS OF \$40,000 OR 3.1 0/0 OF POST'S BUDGET WITHOUT COUNTING APPROX \$20,000 IN AMERICAN SALARIES AND DIFFERENTIAL.

--PC AND ICA DO NOT HAVE SUFFICIENT PERSONNEL TO BE REQUIRED TO MAKE A REDUCTION IN STAFF PERSONNEL AT THIS LEVEL.

3. TEN PER CENT REDUCTIONS:

--AID ELIMINATE ALL THREE IDI POSITIONS AND ONE EDUCATION OFFICER, LOCAL PROFESSIONAL TRAINING POSITION AND LOCAL SECRETARIAL POSITIONS

IN EDUCATION AND MANAGEMENT OFFICES.

--AID ELIMINATE OR DEFER \$1.4 MILLION EARMARKED FOR EDUCATION SECTOR PROGRAM.

--ICA ELIMINATE BRANCH PUBLIC AFFAIRS POSITION IN DOUALA WITH ESTIMATED

SAVINGS OF \$40,000 AND EXHIBITS CLERK AT A SAVINGS OF \$4,000.

--PC ELIMINATE AN ADDITIONAL TEN TEFL TEACHERS THEREBY TOTALLY CUTTING

OUT THE PROGRAM AND ELIMINATE ONE WILDLIFE VOLUNTEER THEREBY SAVING AN ADDITIONAL \$47,000.

--STATE ELIMINATE DOUALA CONSULATE WHICH WOULD MEAN A SAVINGS OF TWO AMERICAN POSITIONS, SIX LOCALS, ONE PIT AND \$177,749 OR 13.5 0/0 IN EMBASSY/CONSULATE BUDGET. THIS DOES NOT INCLUDE \$42,885 IN AMERICAN SALARIES AND DIFFERENTIAL.

4. COMMENT ON PROPOSED CUTS:

STATE: THE EFFECT OF HALVING THE C&R SECTION TO MAKE FIVE PER CENT REDUCTION IN AMERICAN STAFF WOULD BE TO SEVERLY CURTAIL RAPID, EFFICIENT SERVICE NOW PROVIDED TO ALL AGENCIES AND TO PLACE EXTREMELY ONEROUS WORKLOAD ON ONE INDIVIDUAL, PARTICULARLY AT TIMES WHEN THE AUTOMATIC SEND AND RECEIVE TELETYPE MACHINE OPERATED BY LOCAL PERSONNEL IS NOT OPERATIVE (AS AT PRESENT) AND AMERICAN C&R STAFF ARE REQUIRED TO PROCESS UNCLAS IN AND OUT TRAFFIC. TRAFFIC PROCESSED HAS SHOWN STEADY INCREASE OF ALMOST TWO MILLION GROUPS A YEAR SINCE 1974 LIMITED OFFICIAL USE LIMITED OFFICIAL USE

PAGE 03 YAOUND 01814 111637Z

(4.96) 1975 (6.83) 1976 (8.93) AND 1977 (10.76 MILLION), WITH THE NUMBER OF MESSAGES PROCESSED LAST YEAR RUNNING IN EXCESS OF 25,000 (LESS THAN ONE QUARTER WERE OUTGOING). TO MEET THE REQUIREMENT FOR A TEN PER CENT REDUCTION, WE WOULD CLOSE THE DOUALA CONSULATE BUT, AS THEY REALLY ARE REQUIRED FOR EFFICIENT OPERATIONS, WE WOULD RETAIN THE PERSONNEL PROPOSED FOR THE FIVE PER CENT CUT. THERE DOES NOT APPEAR TO BE ANYWAY IN WHICH EMBASSY STAFF CAN BE REDUCED TEN PER CENT AND AT THE SAME TIME BRING ABOUT A TEN PER CENT BUDGETARY REDUCTION WITHOUT ELIMINATING THE CONSULATE. WE HAVE THOUGHT OF ELIMINATING THE MSG, CONVERTING ONE OF AMERICAN SECRETARIAL POSITIONS TO A PIT OR PUTTING DIRECT HIRE LOCALS ON CONTRACT. WHILE THESE MEASURES WOULD GIVE US MORE THAN ENOUGH SAVINGS IN PERSONNEL, IT WOULD PROBABLY RESULT IN LITTLE SAVINGS IN MONEY AS WE WOULD HAVE INCREASED CONTRACTING EXPENSES.

5. IN ADDITION TO THE ABOVE COMMENTS, THE AMERICAN CONSUL DOUALA HAS RESPONDED TO OUR INQUIRY AS TO THE CONSEQUENCES OF CLOSING THE CONSULATE AS FOLLOWS:

A. THE EMBASSY AND THE US GOVT WOULD HAVE NO REPRESENTATION IN THE ECONOMIC CAPITAL (85 0/0 OF BANK TRANSACTIONS) OF A COUNTRY WHERE STATE AND COMMERCE ARE ACTIVELY PROMOTING INVESTMENT AND EXPORTS OF U.S. GOODS. FRANCE, UK, FRG, POLAND, USSR, AND PRC ALL HAVE PROFESSIONAL TRADE AND OR CONSULAR REPS. MAJOR GOVERNMENTAL AND PRIVATE INSTITUTIONS

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ARE HEADQUARTERED IN DOUALA, AND US REPS ARE IN CONSTANT TOUCH WITH THEM. MANY AMERICAN BUSINESSMEN SEEKING COLLABORATIONS OR SALES COME TO DOUALA BUT NOT TO YAOUNDE BECAUSE OF THE INCONVENIENCE OF TAKING AN INTERIOR FLIGHT OR THE TIGHTNESS OF THEIR SCHEDULE. VALUABLE ASSISTANCE TO BUSINESSMEN IN DOUALA WOULD BE COMPLETELY CURTAILED, MAKING IT MORE DIFFICULT FOR AMERICAN BUSINESSMEN TO COMPETE IN AN AREA WHERE THE FRENCH PREDOMINATE.

B. SERVICE SUPPORT TO EMBASSIES IN YAOUNDE, BANGUI, AND NDJAMENA IN THE AREA OF CUSTOMS CLEARANCE AND TRANSSHIPMENT OF PERSONAL EFFECTS A LIMITED OFFICIAL USE
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PAGE 04 YAOUND 01814 111637Z

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OFFICIAL SUPPLIES WOULD BE ELIMINATED. POSTS WOULD HAVE TO RELY ON THE GOOD GRACES OF TRANSIT AGENTS WHICH WOULD RESULT IN LENGTHY DELAYS

IN PROCESSING OF GOODS. THIS WOULD HAVE A CONSIDERABLE DELETERIOUS EFFECT ON MORALE.

C. CONSULAR SERVICES FOR 150 TO 200 AMERICAN CITIZENS RESIDENT IN THE DISTRICT AND FOR AN INCREASING NUMBER OF BUSINESSMEN, TOURISTS, AND SEAMEN WOULD BE ELIMINATED. AS DOUALA IS THE CORSSROADS FOR CENTRAL AFRICA AND PARTS OF WEST AFRICA, SERVICES WOULD NOT BE AVAILABLE IN AN ACTIVE LOCALITY.

D.SAFEGUARDING OF COURIER POUCHES WOULD HAVE TO BE ARRANGED ELSEWHERE

THEREFORE, CLOSING OF CONSULATE IS ONLY SUGGESTED BECAUSE WE ARE FORCED

TO ATTEMPT TO MAKE A TEN PER CENT SAVINGS IN PERSONNEL AND BUDGET AND THIS IS THE ONLY DRACONIAN MEASURE WHICH WOULD ENABLE US TO COMPLY WITH

THE REQUEST. AS A MATTER OF RECORD, ONE OF TWO INCREASES AMERICAN ADMINISTRATIVE STAFF PROPOSED REFTEL A WAS DESTINED TO ASSIST ALREADY OVERWORKED CONSULATE STAFF.

6 COMMENT OTHER AGENCIES: THE AID SAVINGS WOULD BE ESSENTIALLY OBTAINED AT THE EXPENSE OF TRAINING SLOTS AND STRETCHING OUT PROGRAM FUNDS. HOWEVER, THE TEN PER CENT REUCTION WOULD ADVERSELY AFFECT EDUCATIONAL PROGRAMMING ACTIVITIES, AN AREA WHERE THERE IS INCREASED INTEREST DUE TO A RECENT UNIVERSITY OF YAOUNDE MISSION TOTHE US TO EXPLORE THE POSSIBILITY OF INSTITUTIONAL LINIAGES. THE PEACE CORPS REUCTIONS WOULD PHASE OUT TEFL PROGRAM BY 1980 INSTEAD OF 1984, THEREBY DISRUPTING SMOOTH TRANSITION TO LOCAL TEACHERS. THE ICA REDUCTION AT THE TEN PER CENT LEVEL WOULD ELIMINATE THE AMERICAN POSITION IN DOUALA AND LEAVE SUPERVISION OF A LOCALLY STAFFED CULTURAL CENTER TO MONTHLY TDY'S FROM YAOUNDE. THIS WOULD CREATE AN LIMITED OFFICIAL USE
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PAGE 05 YAOUND 01814 111637Z

ADDITIONAL BURDEN ON THE CONSULATE WHICH IS WITHOUT THIS EXTRA

WORKLOAD PRESENTLY OVEREXTENDED AND UNDERMANNED.

7. THIS TELEGRAM SHOULD NOT BE CONSTRUED AS CONSTITUTING A RESPONSE (CURRENTLY UNDER PREPARATION) TO REF TEL B. WHILE THE FORMAT IS PARTIALLY BORROWED FROM REFTEL B, THE INFO SUBMITTED IS AN ATTEMPT TO EXPAND ON REFTEL A RESPONSE TO REFTEL C ON MODE TO INCLUDE SUGGESTIONS FOR POSSIBLE REDUCTIONS IN BOTH PERSONNEL AND BUDGET.
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